



# **CONCEPT PLAN FOR ACTIVE DUTY AND THE RESERVE COMPONENTS**

**To Standardize Common Core  
Observer Controller (OC)  
Training for the CTC Program**



# **Agenda**

**Purpose**

**The Challenge**

**Facts**

**Assumptions**

**OC Main Functions**

**Proposed Development & Certification  
Process**

**OC DL Package**

**Proposed Common Core POI**

**Return on Investment**

**The Way Ahead**

**Proposed DL Common Core Development  
Process**



# Purpose



**CTCD provides oversight & supervision of implementation of an OC Training model that results in certified CTC OCs.**



# The Challenge

**How do we use the CTCs to improve the Homestation training experience and support ARMY Transformation?**



# Facts



- DAIG report recommended TRADOC develop a program to ensure adequate oversight of CTC O/C training.
- OC training is not standardized across all CTCs. However, each CTC has some unique training requirements.
- CSA has emphasized the importance of AARs in day to day operations.
- Supports the Army's Training and Leader Development Panel.



## Facts cont...



- AC/RC integration increasing role of RC at “Dirts” providing AOCs.
- A shortage of branch qualified AOCs exist across all branches, with CS and CSS branches having the largest shortage.
- NGBs Military Interactive Multimedia Instruction Center  
“MIMIC” is willing to support this effort.
- NGB commitment is currently \$230K.
- TSBs/TIGER XXI concepts require trained OCs.



# Assumptions



- Common core POI supports Army Transformation Strategy.
- The AOC issue will continue to be an Army problem.
- RCs will increase their share of AOC manning.



# OC Main Functions



- Doctrinally trained SMEs
- Teach, coach, mentor and train leaders
- Observe individual and collective training exercises.
- Provide After Action Review based on current doctrine.
- Coach based on doctrine.
- Provide input to CALL Trends Reversal Program





# Proposed Development Process

**Phase 1-** Develop Common Core POI for all CTC's with

CTC Academies input.

**Phase 2-** Each Individual CTC will develop a track of

unique classes.

**Phase 3-** OPFOR track developed by TRADOC DCSINT.



# **Proposed Certification Process**

**Common Core**

**+**

**Individual CTC Track**

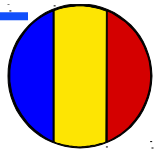
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**CTCs OC Academy**

**(Diagnostic Test/Refresher training, Right Seat Ride)**

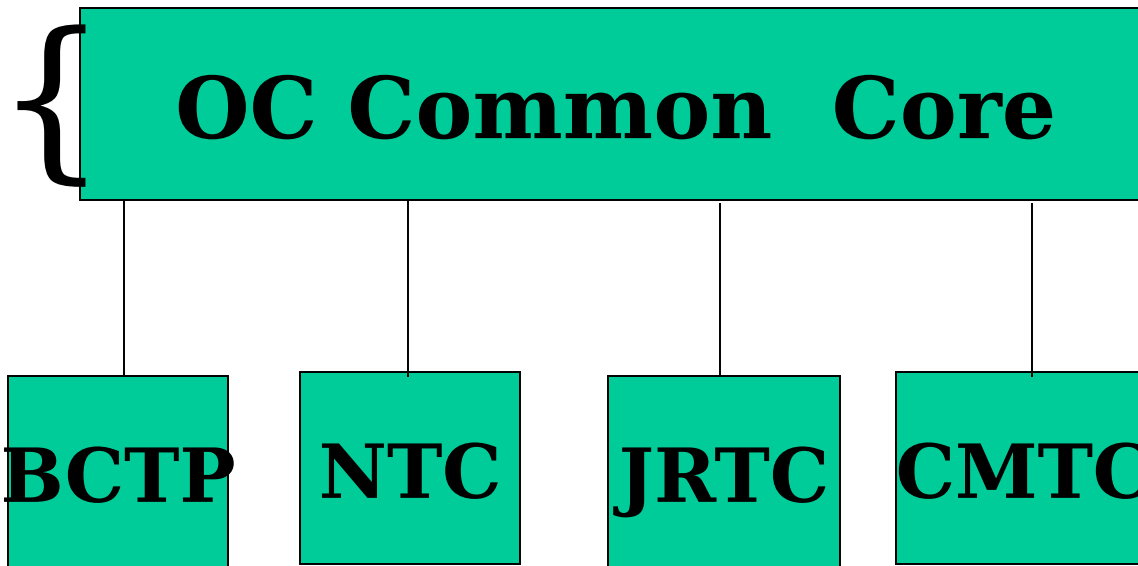
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**CERTIFICATION**



# OC DL Package

**Comm  
on  
to all  
CTC's**



**CTC  
Specifi  
c  
Tracks**

**Common Core - \$230K - NGB**  
**CTC Tracks - TBD - CTC Program**



# Proposed Common Core POI

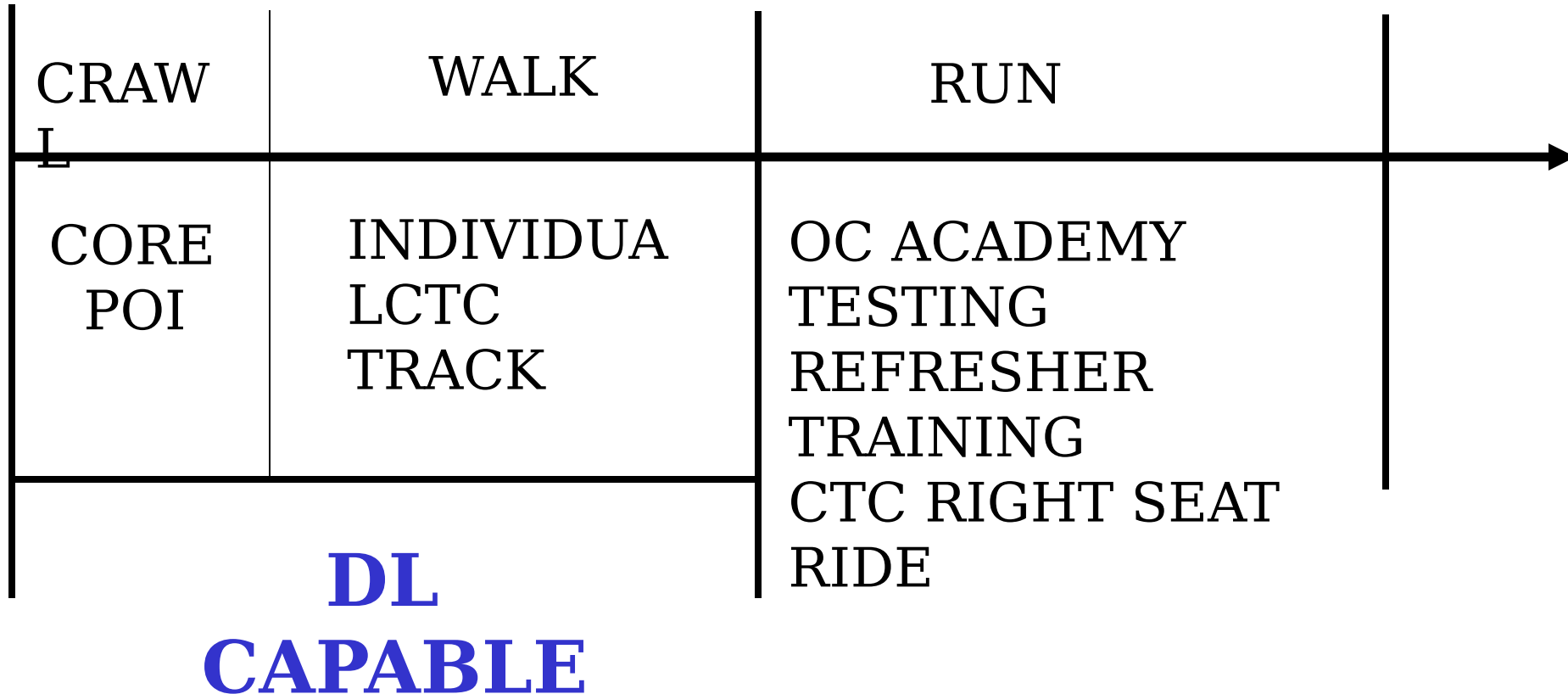
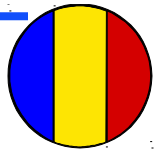


## A Standardized Common Core POI would:

- Capitalize on current Distance Learning (DL) capabilities for  
AC/RC home station training.
- CTCs focus on unique mission oriented classes & refresher training.
- Support Army Transformation Strategy



# Training Methodology FM 25-100/101





# Proposed Common Core POI

1. Doctrinal Overview
2. CALL
3. OC Duties & Responsibilities
4. AAR's
5. Risk Management
6. Lane Training
7. OPFOR



# Doctrine Overview

1. Overview & Intro
2. BOS Review
3. Doctrinal terms, definitions, and resources
4. Doctrine Test



# CALL



1. Overview:
  - A. What is CALL?
  - B. What CALL provides?
  - C. How to use CALL?
2. CALL Test





# OC Duties & Responsibilities

1. Rules of Engagement
2. Safety
3. Coach, Teach, Mentor
4. AARs
5. Take Home Package
6. Test



# AARs

1. TC 25-20
2. Types of AARs
3. AAR planning/execution sequence.
4. Planning the AAR
5. Preparing the AAR
6. Conducting the AAR
7. Follow-up
8. Test



# Risk Management

1. FM 100-14
2. Introduction
3. Risk Management  
Fundamentals
4. Risk Management Process
5. Risk Management  
Implementation
6. Risk Management Application  
Test



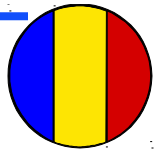
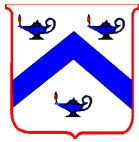
# Lane Training

1. TC 25-10
2. Intro & Overview
3. Five Phases
4. Lane Training Principles
5. Test



# OPFOR

1. New Operational Environment
2. Offense
3. Defense
4. Command & Control
5. Information Warfare
6. Supporting elements;  
(BOS, CS, and CSS)
7. Test



# Return on Investment

- Standardizes common core OC Training across the ARMY.
- Provides capability for a potential pool of common core trained AC/RC AOCs.
- Leverage current and future DL capability.



# The Way Ahead



1. DL Package standard for both AC/RC.
2. Provides potential for CTCs to teach only mission specific unique classes, right seat rides,  
& refresher training.
3. CTCs will continue to work on development of  
the Common Core POI.



# Proposed DL Common Core Development Timeline

JUN  
00

OC  
T  
00

JAN  
01

AP  
R  
01

JUN  
01

**WORK  
GROUP**

**DEVELOPMENT OF COMMON CORE DL**

**TREATMENT**

**VTC**

**DRAFT & REVIEW PROCESS WEB ACCESS**

**VTC**

**COMMON  
CORE  
FINAL  
PRODUCT**

**DEVELOPMENT OF INDIVIDUAL CTC TRACKS  
BEGIN**